Personnel Dept
ORM NO. 3-11
Revised 11/70

ASARCO Incorporated

AUTHORIZATION FOR SALARY ADJUSTMENTS
NEW YORK OFFICE

PERSONAL

Mr. M. J. Messel

New York February 10, 1977

Lake Asbestos Unit

For CAPCO Department – Code Number

Dear Sir:

Adjustments in "basic" salary rates recommended for employees under your jurisdiction have been reviewed and approved by the Salary Committee. You are hereby authorized to place these salary changes in effect as of the date indicated. Note – All approved adjustments not placed into effect, should promptly be reported, and the reasons for such action.

	NAME	Employee Number	Type	Exempt	Non-Exempt	MONTHLY SALARY RATE Former Rate	Increase	Present Rate	Effective Date	New Ins (Per Month) Cont. Life Ins
1.	Bean, Robert J.	5232	P		X	$ 755.	$ 95.	$ 850.	Nov.1,1976	$
2.										
3.										
4.										
5.										
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17.										
18.										
19.										
20.										
21.										
22.										

PLAINTIFF'S EXHIBIT
ASA-164

RLHennebach WHBeasley

JJ Boylan Jr

CAPCO ALV 0010130